

A G R E E M E N T

B E T W E E N

THE CITY OF NORTHFIELD
ATLANTIC COUNTY, NEW JERSEY

A N D

NEW JERSEY STATE POLICEMAN'S
BENEVOLENT ASSOCIATION, INC.
MAINLAND LOCAL No. 77

EFFECTIVE JANUARY 1, 2004 THROUGH DECEMBER 31, 2007

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PREAMBLE

THIS AGREEMENT is entered into to be effective the first day of January, 2004, by and between the CITY OF NORTHFIELD, in the County of Atlantic, of the State of New Jersey, a Municipal Corporation, hereinafter called the "City" and the NEW JERSEY STATE POLICEMEN'S BENEVOLENT ASSOCIATION, INC., LOCAL NO. 77, hereinafter referred to as the "Union", the "Association" or the "PBA", and represents the complete and final understanding on all bargainable issues between the City and the Union.

ARTICLE I

PURPOSE

This Agreement is entered into pursuant to the provisions of Chapter 303, Law of 1968, as amended by Chapter 123, P.L. 1974 (N.J. Rev. Stat. 34:13A-5.1 et. seq.) of the State of New Jersey to promote and ensure harmonious relations, cooperation, and understanding between the City and Employees; to provide for the resolution of legitimate grievances, to prescribe the rights and duties of the City and Employees, all in order that public service shall be expedited and effectuated in the best interest of the people of the City of Northfield.

ARTICLE II
EMPLOYEE REPRESENTATIVE

A. MAJORITY REPRESENTATIVE

The City recognizes the Union to be the "Majority Representative" as the exclusive negotiating agent for all regularly appointed, full-time police personnel within the City of Northfield, of the rank of Patrolman, Sergeant, Lieutenant or Captain, hereinbefore and hereinafter referred to as "Employees." The City and Employees agree that the Majority Representative of PBA #77 has the right to negotiate as to rates of pay, hours of work, fringe benefits working conditions, safety of equipment, procedures for adjustment of disputes and grievances, and all other related matters which are the proper subject of negotiation. The Majority Representative shall be appointed according to the procedure set forth in N.J.S.A. 34:13a-5.1 et seq. and shall have all the rights and privileges pursuant thereto.

B. STEWARDS

One Steward, named by the Northfield members of PBA #77 for the duration of this Agreement, shall be permitted to switch hours of duty to attend meetings of the PBA #77 which occur monthly.

ARTICLE III
GRIEVANCE PROCEDURE

A. DEFINITION

A grievance is any dispute between the parties concerning application or interpretation of the Agreement or any complaint by an employee as to any action or non-action which violates any right arising out of his or their employment. The City shall not discipline any employee without just cause.

B. PROCEDURES

Step One:

All grievances by an employee, and response thereto by the City shall be in writing within ten (10) working days of its occurrence or the knowledge of its occurrence, and then submitted to the Steward for processing. The PBA shall appoint an Association Grievance Committee, hereinafter referred to as the "Committee", and the Committee shall receive, screen and process all grievances submitted by the Steward on behalf of the employee within ten (10) working days of written receipt. The processing of grievances shall take place without discrimination and irrespective of membership or affiliation with the PBA #77.

Step Two:

The Committee shall, within ten (10) working days after the acceptance of a grievance submit the grievance to the Chief of Police for resolution. The Chief of Police must render a decision within ten (10) working days of receipt in writing.

Step Three:

In the event the parties are unable to resolve the grievance in the Second Step, either party may within ten (10) working days refer the grievance to the City Police Committee for resolution. The City Police Committee shall consist of the Mayor or his designee and two

members of the Northfield Common Council to be appointed by the Mayor. The two Council members may be appointed as standing members of the Committee or may be appointed by the Mayor on as needed basis. The Police Committee must render a decision within 10 working days of receipt in writing.

Step Four:

In the event the parties are unable to resolve the grievance in the Third Step, either party may within ten (10) working days refer the grievance to the City Council for resolution. City Council must answer in twenty (20) days.

Step Five:

In the event the grievance is not resolved at the Fourth Step, either party may refer the matter for impartial binding arbitration. Any party wishing to move a grievance to arbitration shall notify the Public Employment Relations Commission within ten (10) working days after receipt of decision in Step 4, that they are moving a grievance to arbitration and request that a list of arbitrators be furnished to the City and the Grievance Committee. If the City and Grievance Committee cannot mutually agree to a satisfactory arbitrator within fifteen (15) working days after receipt of the list from the Public Employment Relations Commission (the "Commission"), shall select an arbitrator. The arbitrator shall hear the matter on the evidence and within the meaning of this Agreement. He shall render his award in writing which shall be final and binding. The cost of the arbitrator's fee shall be shared equally by the City and PBA #77.

Any Steward or Officer of PBA #77 required in the grievance procedure to settle disputes on any arbitration shall be released from work without loss of pay for such purpose, and any witnesses reasonably required shall be made available during working hours without loss of pay for the purpose of disposing of any grievance or arbitration matter.

C. Extensions and Modification

Time extensions may be mutually agreed to by the City and Grievance Committee.

However, no more than two (2) extensions, not to exceed thirty (30) days each, shall be permitted, and shall be agreed to in a writing signed by both the City and the Union.

ARTICLE IV
NON-DISCRIMINATION

- A. Neither the City nor the Union shall discriminate against any employee with respect to terms and conditions of employment by reason of sex, creed, religion, race, or national origin.
- B. Neither the City nor the Union shall discriminate against any employee due to that Employee's membership, non-membership, participation, or lack of participation, or activities on behalf of, or his refraining from activity on behalf of the majority representative.

ARTICLE V
BULLETIN BOARDS - DUES CHECKOFF

- A. The City shall permit the use, by the PBA, of the bulletin board located in the Police Department Headquarters for the posting of notices concerning PBA business and activities.
- B. The City agrees to deduct from the salaries of the Employees subject to this Agreement the dues of the Association. Such deductions shall be made in compliance with Chapter 310, public law of 1967, N.J.S.A. 52:14-15.9 (e) as amended. Said monies together with the records of any corrections shall be transmitted to the Association office on the first day of each month following the monthly pay period in which the deductions were made. If, during the life of this Agreement, there shall be any change in the rate of membership dues, the Association shall furnish to the City new authorization cards from its members showing the authorized deduction for each employee. The Association will provide the necessary checkoff authorization forms and deliver the signed forms to the City Treasurer. The Association shall indemnify, defend and save the City harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken by the City in reliance upon the salary deduction authorization cards submitted by the Association to the City.
- C. The City agrees to implement an agency shop in accordance with Chapter 477 of the laws of 1979, with a representation fee for non-members equivalent to 85% of the regular membership dues, fees and assessments. The Association, in exchange for the implementation of said agency shop, hereby agrees to hold the City harmless against any and all claims or suits, or any other liability occurring as a result of the implementation of this agency shop provision, including costs of suits and legal fees.

ARTICLE VI
MANAGEMENT'S RIGHTS

- A. The City hereby retains and reserves unto itself, without limitation, all powers, rights, authorities, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:
1. The executive management and administrative control of the City government, its properties and facilities and the activities of its employees.
 2. To hire all employees subject to the provisions of law, to determine their qualifications and conditions for continued employment or assignment and to promote and transfer employees.
 3. To take any and all disciplinary action according to law. Appeals shall be subject to grievance procedures.
 4. To maintain the efficiency of its operations.
 5. To determine the methods, means and personnel by which its operations are to be conducted.
 6. To determine the content of job classifications.
 7. To schedule hours of work and shifts.
 8. To take all necessary actions to carry out its mission in emergencies.
 9. To exercise complete control and discretion over its organization and the technology of performing its work, and to make and modify rules of procedure and conduct.
- B. The reasonable exercise of the foregoing powers, rights, authorities and responsibilities of the City, the adoption of policies, rules, regulations and practices in the implementation thereof, and the use of judgment and discretion in

connection therewith shall be limited only by the specific and express written terms of this Agreement and then only to the extent that those terms are in conformance with the constitution and laws of the State of New Jersey.

- C. The parties agree that the Chief of Police and other officers shall exercise their supervisory duties faithful, irrespective of the fact that they have or may have maintained affiliation in the PBA.

ARTICLE VII
NO STRIKE PLEDGE

The Association covenants and agrees that during the term of this Agreement neither the Association nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of any employee from his position, or stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment) work stoppage, slowdown or walkout.

ARTICLE VIII
POLICE OFFICERS' RIGHTS

- A. The elected representatives of the PBA shall be permitted time off from their regularly scheduled work hours to attend mutually scheduled negotiations sessions, grievance sessions, as well as regular meetings of the PBA Management Committee, provided that the orderly operation of the Police Department is not impaired thereby, in the sole and exclusive discretion of the Chief of Police.
- B. Employees shall have the right to switch tours of duty and hours of duty with other members of equal rank provided that the Shift Commander of each shift is notified at least forty-eight hours in advance and that said mutual switch of tours is approved by each Commander.
- C. Employees shall be made aware of any reports or charges concerning them and shall receive a copy of said report or charges within ten (10) working days of the filing of such. Employees shall not be compelled to make any verbal or written statement until he has consulted an attorney or the PBA with respect to such charge.
- D. Employees shall not be suspended or suffer any loss in benefits until after the employee has had a Council Committee hearing and has been found guilty, except in cases of a severe nature when the superior officer in charge deems the suspension of the member an immediate necessity for the public, or the welfare of the department. The superior shall then immediately submit a written report explaining such action to the Chief of Police, City Council and a copy of this report will be made available to the PBA on request. The employee suspended shall be given a hearing and if found guilty, shall have such rights of appeal as are set forth in law.

E. Employees will be permitted to see their personnel file upon written request to the Chief of Police. This file will be reviewed in the presence of the Chief of Police or his representative. Employees may attach a rebuttal to any report or material found in their file which has been placed therein since their last review.

F. During the term of this Agreement the following equipment will be properly maintained by the City.

1. Police vehicles required to be used on duty will be in good, safe working condition. Any vehicle not considered to be in safe working order by the Shift Commander will not be used for duty until the condition is corrected.
2. Protective screens will be installed in all regular, marked patrol vehicles.
3. Carbines and/or Long Guns will be maintained in locked mounts in each regular patrol vehicle.
4. All police vehicles will have air-conditioning units.
5. All police vehicles will have AM-FM radio in same.

G. Employees will be permitted a 30 minute dinner break during each eight hour tour of duty. It is further agreed that employees may take at least one ten minute (10) break during each four (4) hours of duty. During the course of such breaks as provided by this section, the employee shall notify headquarters through the police communications system of his or her whereabouts and shall remain available for emergency response at the request of headquarters.

H. All employees shall be permitted to request attendance at training schools. Permission for attendance at such schools shall be based upon seniority and the need of the police department as determined at the sole discretion of the Chief of Police.

I. Employees working a rotating shift on a regular basis 6 work days per calendar week, will be allowed one compensatory day off each month. This will be done on

a seniority basis on each shift. The compensatory day may be taken during any regular working day, after notifying the appropriate shift commander forty-eight (48) hours in advance, in writing. It must be taken in the month earned with approval. If the day is unable to be taken, it may be carried over to the next month for the proper operation of the police department with approval of the Chief. However, only one (1) day may be carried over and that day must then be taken within the month to which it was carried, or the day will be lost.

- J. It is agreed that the senior ranking officer on each shift while on duty will have access to emergency equipment such as Carbines and/or Long Guns, ammunition, body armor, riot helmets and the like, so that the public welfare and the safety of the employees can be maintained in emergencies.
- K. The City agrees to provide every police officer while on duty with a portable police radio in good working condition.
- L. The City shall provide, at its expense, an attorney from the approved list of attorneys to be used. Said list shall be approved by the governing body of the City and maintained by the Chief of Police and the Mayor. The attorney chosen shall be used for any criminal action brought against any employee in the performance of his duties. In the event an attorney whose name does not appear on the approved list is requested by an employee, it shall be the final determination of the City Council to approve or disapprove said attorney, at its discretion.
- M. No charges for disciplinary action for any violation of the police rules and regulations, or standing general orders, may be filed against any employee after forty-five (45) calendar days following the Chief's knowledge of said offense, unless the matter has been the subject of an ongoing investigation

ARTICLE IX
HOLIDAYS

- A. It is agreed that any other day officially designated or ordered by the Governor of New Jersey, or the President of the United States, to be a holiday, special holiday, other than the holidays listed below, will become a holiday for employees if such special holiday is treated by the City as a paid holiday, in the form of compensatory time, for all other non-union City employees.

The specific holiday schedule is as follows:

NEW YEARS DAY	LABOR DAY
MARTIN LUTHER KING DAY	COLUMBUS DAY
LINCOLN'S BIRTHDAY	VETERAN'S DAY
WASHINGTON'S BIRTHDAY	GENERAL ELECTION DAY
GOOD FRIDAY	THANKSGIVING DAY
MEMORIAL DAY	CHRISTMAS DAY
INDEPENDENCE DAY	

- B. Effective January 1, 2005 and thereafter, in the event a special holiday is officially designated or ordered as provided in the preceding paragraph, and occurs while an employee is on sick leave, or on his vacation, he shall not have such holiday counted as a day against his sick leave or vacation leave.
- C. Effective January 1, 2005 and thereafter, employees shall receive two (2) personal paid days off from work for the purpose of attending to personal business.
- D. Personal days will be granted upon approval of the employee's Shift Commander, and scheduling officer. Accumulated days must be earned before they can be taken off. With the exception of accumulated days which the employee be specifically requested to carry by the Chief of Police in order to accommodate scheduling needs, all accumulated days not taken off during the year will be forfeited.

- E. All employees covered under this Agreement during the effective term hereof shall be paid at the rate of time and one-half of their base hourly rate when such employees are required to work on Christmas Day, New Years Day and or Thanksgiving Day. For purposes of this calculation, each of the three (3) specified holidays shall commence at 12:01 on the calendar day of the holiday and shall terminate at 12:00 midnight on the calendar day of the holiday. Employees must work the specified holiday in order to be entitled to the overtime payment.

[NOTE: THIS BOLDDED LANGUAGE IS SUBJECT TO THE FINAL AND BINDING
DECISION OF THE INTEREST ARBITRATOR - DATED JANUARY 20, 2005

- F. Effective January 1, 2005 and thereafter, employees are required to work on all named holidays as part of their regular work schedule.

ARTICLE X
VACATIONS

- A. An employee during this first year of employment shall be entitled to earn one (1) work day of vacation for each month of service up to and including the twelfth consecutive month of his initial year. Thereafter, he shall be entitled to a paid vacation according to the following schedule:

Starting at second and through the fifth year of service	13 work days
Starting at the sixth and through the tenth year of service	16 work days
Starting at the eleventh and through the fifteenth year of service	19 work days
Starting at the sixteenth and through the nineteenth year of service	22 work days
After the nineteenth year of service and thereafter	25 work days

- B. It is the intent of this article to assure employees covered by this Agreement that they shall receive the maximum amount of actual vacation days to which they are entitled. Days on which they are normally scheduled off that fall during the vacation period shall not be computed as part of the vacation. Employees will not be recalled to duty when on vacation, except in extreme emergencies when declared by the Chief of Police.
- C. Compensation for accrued vacation leave shall be paid when the employee becomes separated in good standing, and voluntarily from service with the City. Any employee who terminates service without giving two weeks notice in writing to the Chief of Police shall be considered to be not in good standing.
- D. Vacation days may be accumulated from one year to the next up to an aggregate total thirty-seven (37) days. If the accumulation is due to an inability on the part of the City to allow the employee to take his vacation time, the City shall have the option to pay the employee at the straight time rate for such unused vacation time, or may permit the employee to continue to carry such of the unused vacation days

as that employee had been directed to work by the Chief of Police in order to accommodate scheduling needs, even though this may result in an accumulation of vacation days in excess of the aggregate total allowed. All employees covered by this Agreement shall have the option not to use up to seven (7) vacation days per calendar year to which they are entitled with the agreement that the City "buy back" those days at the employees daily rate of pay. Employee shall notify the Chief of Police, in writing, of this intention by November 15. It is further agreed that the vacation "buy back" shall be paid in one lump sum to the employee, to be paid on the first pay date of December.

- E. In the month of January, it will be the responsibility of the Chief of Police to issue a statement to each employee listing the unused vacations accumulated from previous years, along with the vacation days due for the current year.
- F. Employees may apply to the City treasurer to receive a special advance pay when going on a vacation of ten (10) days or more. However, the employee must first obtain written permission from the Mayor and the Chief of Police which must be requested in writing not less than thirty (30) days prior to commencement of the intended vacation.
- G. Subject to the requirements of Paragraph H, employees may be permitted to take their regular i.e. not accrued, vacation days at any time during the calendar year. Vacation days shall be selected on a seniority basis according to each shift or division. Each employee agrees to provide the Chief of Police with a proposed schedule of vacation days by March 1st. Said schedule may be altered by the employee, but in no event may an employee schedule a vacation without providing at least ten (10) days notice to the Shift Commander. The request shall then be subject to final approval by the Chief of Police.

- H. No employee shall be permitted to schedule or take any accrued vacation days in excess of ten (10) days during any calendar year without the express written consent of the Chief of Police, which consent must be requested from the Chief of Police, in writing, not less than thirty (30) calendar days prior to the first day requested to be used as a vacation day. The Chief may grant such requests at his discretion depending upon the work load and scheduling needs of the department. An employee may schedule and take, in the aggregate, less than ten (10) accumulated vacation days upon prior notice as required by the Policies and Procedures Manual and department practices.

ARTICLE XI
LEAVES

A. SICK LEAVE

1. Service Credit for Sick Leave

- a. All permanent employees or full time provisional employees shall be entitled to sick leave with pay based upon their aggregate years of service at straight time base salary.
- b. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident, exposure to contagious disease, or attendance upon a member of the employee's family residing in the same household who is seriously ill or injured and requires the care and attendance of such employees.

2. Amount of Sick Leave

- a. Paid sick leave shall accrue for all full-time employees on the basis of one working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) working days in each calendar year thereafter.
- b. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.

3. Reporting of Absence on Sick Leave

- a. If an employee is absent for reasons that entitle him to sick leave, the dispatcher shall be notified two (2) hours prior to the employee's starting time.
 - 1. Failure to so notify the dispatcher shall be cause for denial of the

use of sick leave for that absence, shall be deemed to be an unexcused absence, and shall constitute cause for disciplinary action.

2. Absence without notice for five (5), consecutive days shall constitute a resignation.

- b. When an employee is returning from sick leave, said employee shall, unless prevented from doing so as a result of circumstances beyond the employees control, call to inform the dispatcher of his intended return at least four (4) hours in advance of the scheduled start of his shift.

4. Verification of Sick Leave

- a. Sick leave is a benefit, and not a right. It is intended to be used for employee illness, and not for vacation or for personal business. Any employee who shall be absent on sick leave in excess of five (5) or more consecutive work days in any calendar year shall be required to submit acceptable medical evidence substantiating his illness after the fifth such consecutive lost work day in such calendar year. The City may require proof of illness of an employee on sick leave, notwithstanding the limitation in the preceding sentence, whenever the Chief of Police suspects that the employee is abusing sick leave benefits. Abuse of sick leave shall be cause for disciplinary action. The medical evidence shall indicate the nature of the illness, the extent to which it incapacitates the employee, or the member of family, the diagnosis and prognosis for recovery, all in the form of a physicians certification. In the event of any question concerning the above entitlement, the City may require the employee to be examined by the City physician.

- b. In case of sick leave due to exposure to a contagious disease, a certificate

from the Department of Health shall be required to be submitted to the City by the employee. Likewise, in order to return to work following exposure to a contagious disease, a certificate from the department of health indicating that the employee is free from any contamination may be required by the City.

- c. The City may require an employee who has been out because of personal illness as a condition of his return to duty, to be examined at the expense of the City by a physician designated by the City. Such examination shall establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health of other employees or any other City employee.

5. Work Incurred Injury

- a. Where an employee covered under this Agreement suffers a work connected injury or disability, the City shall continue such employee at full pay during the continuance of such employees inability to work subject to the requirements of the worker's compensation act of the State of New Jersey. In accordance with the worker's compensation act of the State of New Jersey an employee may be entitled to full pay for a period of up to one (1) year. In such event, the sole obligation of the City shall be to pay the employee the difference between his regular pay and any compensation, disability, or other payments received from all other sources other than proceeds from private disability policies of insurance maintained by employee. At the City's option, the employee shall either surrender and deliver any compensation, disability or other such payments to the City and receive his entire salary payment, or the City shall only pay the difference during the period such injury leave shall be granted.
- b. The employee shall be required to present evidence of a certificate from a

responsible physician that he is unable to work. The City may require the said employee to present an additional certificate from the designated City doctor.

- c. In the event the employee contends that he is entitled to a period of disability pay beyond the period established by the treating physician, or a physician employed by the City or by the City's insurance provider, then, and in that event, the burden shall be upon the employee to establish entitlement to additional disability payments by obtaining a judgment and order through the Worker's Compensation Court of the State of New Jersey, which shall include a final order from the court of ultimate review, which decision shall then be binding upon the parties. A refusal to return to work pending such final determination shall not constitute cause for disciplinary action
- d. For the purpose of this Article, any injury or illness incurred while the employee is acting in any departmental activity at the direction of the City, shall be considered to be within the line of duty.
- e. In the event a dispute arises as to whether an absence shall be computed or designated as sick leave or as an injury on duty, the parties agree to be bound by the decision of an appropriate Worker's Compensation Judgment, or, if there is an appeal therefrom, the final decision of the last reviewing court.
- f. An injury on duty requiring time off for treatment, recuperation or rehabilitation shall not be construed as sick leave under the terms of the sick leave policy as herein described.
- g. If the employee's injury is due to willful or wanton misconduct or a

wanton disregard for the personal safety of the employee or others, the City may refuse to pay the difference between the employee's salary and any amount paid through Workmen's Compensation.

6. Pay Upon Termination

- a. Upon retirement after twenty-five (25) full years or more of service, or upon retirement based upon permanent disability, an employee having a minimum accumulation of one hundred fifty (150) sick days shall be eligible for reimbursement for seventy-five (75) sick days and ten (10%) percent of any remaining sick days based on the rate of pay at time of retirement. An employee having less than one hundred fifty (150) sick days shall be eligible for reimbursement to a maximum of seventy-five (75) sick days. The employee shall have the option of utilizing these days as terminal leave or receiving payment for such days upon the effective date of retirement. In case of death, in the line of duty, the City will pay one hundred per cent of the employee's accumulated sick leave to the employee's beneficiaries. These monies are to be paid within sixty (60) days of the issuance of the death certificate of such employee.
- b. Employees shall provide notification to the City by Nov. 1 of the year immediately preceding the year in which they may be eligible to or expect to retire. Such notice is not to be considered official notice of intent to retire. Failure to provide such notice in the event of retirement will delay such payment until the calendar year following the year of retirement.
- c. No compensation for accumulated but unused sick leave will be paid to any employee upon termination, withdraw or separation except as provided within this paragraph 6.

7. Accountability

In the month of January, it will be the responsibility of the Chief of Police to issue a statement to each employee listing the amount of sick days unused during the year, and the total accumulated days unused during the employee's employment.

8. Partial Leave From Duty

It is agreed that when an employee reports for work, and is forced because of illness to leave work after working at least two (2) hours, the maximum deduction from the employee's sick leave will be one-half ($\frac{1}{2}$) day. Employees that leave work after working a minimum of four (4) hours will not be charged with a day of sick leave.

9. Advanced Sick Leave or Accumulated Days

No advance sick leave, or accumulated days will be granted at the discretion of the Chief of Police as set forth in Article IX in order to accommodate scheduling needs of the Department.

B. FUNERAL LEAVE

1. Special leaves of absence with pay of three (3) working days shall be granted to any employee in case of death within the employees immediate family, with up to two (2) additional days which may be granted by the Chief of Police, only in extenuating circumstances.
2. The term "immediate family" shall include only father, mother, stepfather, stepmother, stepchild, father-in-law, mother-in-law, grandparents, sister, brother, spouse, child, and foster child of any employee, and shall also include the employees relatives residing in his household.
3. The funeral leave shall commence immediately following the death of such immediate family member, and shall be for the sole purpose of arranging for and

attending funeral services. Funeral leave may be extended, without pay, at the discretion of the Chief of Police. Funeral leave shall not constitute sick leave and shall not be deducted from the employees annual sick leave or vacation leave.

C. LEAVE FOR PBA MEETING

When it is necessary, the executive delegate and President and Vice-President (or appointed alternate) of PBA #77 shall be granted leave from duty with full pay for all state meetings of the PBA when such meetings take place at the time when such officers are scheduled to be on duty, providing the affected officer give seventy-two (72) hours notice to the Chief of Police to secure another officer to work in his place and such replacement officer is available to do so.

D. LIMITATIONS ON LEAVES

No leave of absence or combination of leaves of absence for any cause whatsoever shall exceed one (1) year. Any employee absent in excess of that time shall be automatically separated from the department on the first anniversary date from the date such absence began. Such employee shall be notified by certified mail at least fourteen (14) days prior to such termination, and shall be entitled to all separation compensation lawfully due to him. All leaves must be approved by the Chief of Police and, except for sick leave and funeral leave, must also be approved by the Mayor and an affirmative majority vote of the City Council.

ARTICLE XII
SALARY, LONGEVITY AND OVERTIME

A. BASE SALARY

The annual base salary to be paid to the following employees of the City shall be as follows, and shall be paid every other Friday:

	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>
Captain	\$69,674	\$72,287	\$78,935	\$81,895	\$84,966
Lieutenant	\$66,380	\$68,869	\$75,203	\$78,023	\$80,949
Sergeant	\$61,322	\$63,622	\$69,473	\$72,078	\$74,781
Step 5	\$56,820	\$59,573	\$65,052	\$67,492	\$70,023
Step 4	\$49,665	\$51,527	\$56,266	\$58,376	\$60,565
Step 3	\$45,810	\$47,528	\$51,899	\$53,845	\$55,864
Step 2	\$40,371	\$41,885	\$45,737	\$47,452	\$49,232
Step 1	\$31,780	\$32,972	\$36,004	\$37,354	\$38,755
Recruit	\$26,000	\$26,975	\$29,456	\$30,560	\$31,706

The effective dates of the wage guide increase shall be January 1st, but the individual employee will change steps only on their anniversary dates.

B. OVERTIME

1. Overtime shall consist of all hours worked in excess of the normal eight (8) hour tours of duty per day, or forty (40) hours per week average.
2. Overtime as defined shall include all such hours authorized to be spent on emergencies, training sessions, all court appearances connected with and arising from their respective employment, and in any other extra duty activities which require the employee's attendance.

3. If an employee is recalled to duty, he shall receive a minimum of two (2) hours overtime pay, and may be required to work such a minimum.
4. If an employee is called to duty on his day off, he shall be paid for all hours worked and shall be guaranteed a minimum of four (4) hours pay, but shall not be required to remain on duty merely to fulfill the minimum hours set forth herein, but may be required to remain on duty if, in the discretion of the Chief of Police or the Shift Commander, the employee's attendance is required. Overtime shall be paid in the pay period following the overtime worked, or as agreed to by the City treasurer and the PBA steward acting on behalf of the employees.
5. For periods of stand-by, officers will receive two (2) hours of straight time for every eight (8) hours on stand-by, with an eight (8) hour stand-by minimum. Employees who shall be required to be in contact by beeper and employees while on break pursuant to Article VIII(G) shall not be deemed to be on stand-by, unless so designated by the Chief of Police.
6. All employees covered by this Agreement in addition to their base salaries shall be paid one and one-half (1 ½) times their straight time hourly rate of pay, based on a forty (40) hour week, for all overtime authorized to be worked. Or, any and all hours worked over eight (8) per day or forty (40) per week may be taken as compensatory time at the discretion of the employee or at the discretion of the Chief of Police. Compensatory time, when taken as a credit against overtime hours, shall be calculated based upon one and one-half (1 ½) times the employee's straight time hourly rate.

C. LONGEVITY

1. Each employee listed in Article XII, Section A shall, in addition to and

together with his annual base salary, be paid additional compensation based upon the length of his service as determined according to the following schedule:

<u>YEARS OF SERVICE</u>	<u>AMOUNT</u>
Start of fifth (5th) year	3% of base salary
Start of tenth (10th) year	4% of base salary
Start of fifteenth (15th) year	5% of base salary
Start of eighteenth (18th) year	6% of base salary
Start of twenty-fifth (25th) year	8% of base salary

2. All longevity payments shall be paid as part of the employees regular pay.
3. Longevity pay shall be applied on the basis of the employee's anniversary date of employment, and shall commence at the adjusted rate.
4. EMPLOYEES HIRED AFTER JANUARY 2, 1995, WILL NOT BE ENTITLED TO LONGEVITY.

D. ON CALL PAY

During the term of this Agreement it is understood and agreed that in the nature of police work, certain employees covered under this contract may be required, from time to time, to be "on call" as part of their police duty. However, it is further recognized by each of the employees covered by this Agreement and by their Association that certain covered employees of the rank of Patrolman, Sergeant or Lieutenant who shall be assigned to the Detective bureau on a full-time basis only, may be required to be on call on a continuous basis. In recognition of the fact that those covered employees of the rank of Patrolman, Sergeant or Lieutenant who are designated to be on call on a continuous basis and are assigned full time to the Detective bureau, will make themselves available at the direction of the Chief of Police, or the Lieutenants and Captains directed to oversee the work and operations of the Detective bureau who shall not be deemed to be assigned full

time to the Detective bureau, each covered employee of the rank of Patrolman or Sergeant assigned to the Detective bureau on a full time basis shall receive a stipend in the amount of three percent (3%) of the covered employees base salary (exclusive of overtime and other adjustments) for the calendar year in question, prorated based upon the percentage of the year and covered employee spent as a member of the Detective bureau on a full time basis.

It is further agreed that his "on call pay stipend " shall be payable in on lump sum to the employee, to be paid on the last pay date in November. It is further understood and agreed that this "on call stipend" shall be in lieu of any other payment or compensation to the covered employees for making themselves available and on call to the detective bureau on a continuous basis.

It is further understood and agreed that no "on call pay or on call stipend" or any other on call compensation shall be payable to any other employee covered by this Agreement.

ARTICLE XIII
COLLEGE INCENTIVE PROGRAM

As hereinafter set forth, the City agrees to compensate employees who undertake higher education in the area of employment.

A. ELIGIBILITY

Courses must be taken in the area of police science or as part of a degree program in police science, must receive the approval in advance of the police committee chairman, and must be taken at an accredited two or four year college, and a passing grade must be achieved and certified by a transcript of credits earned at the end of each semester.

B. COMPENSATION

1. Employees who are members of the police department as of 1/1/1989 and who, as of that date have been receiving education compensation benefits pursuant to the terms of a prior contract will continue to be compensated by the following stipends:

From 1 to and including 15 credits	\$ 5.00 per credit
From 30 credits & over to 64 credits	\$ 150.00
For the associate of science degree	\$ 640.00
For the bachelor of science degree	\$1,000.00

Each stipend will be regarded as an annual stipend unless an employee without a degree does not earn credits for any two year period in which event the stipend will cease.

2. Employees hired on or after 1/1/96 shall only be eligible to receive compensation for the following; for the associates degree \$1,000 and for a bachelors degree \$2,000 to be included in the employee's regular rate of pay.

The City will not offer any monetary assistance to employees while earning their degree.

C. NOTIFICATION

Employees shall provide notification to the City by Nov. 1 of the year immediately preceding the year in which they will or expect to attain such degree. Failure to provide such notice will delay such payment until the calendar year following the year in which the degree was earned.

ARTICLE XIV
ACTING OFFICER SENIORITY AND PROMOTIONS

A. ACTING OFFICER

Any employee who shall act for a senior officer in the absence of such senior officer due to the senior officer's sickness or injury, whether the acting employee is formally appointed or not, and who shall have performed the duties of the senior officer, for a period of thirty (30) aggregate working days during the year, shall thereafter commencing on the thirty-first (31st) day, be entitled to compensation appropriate to such office for the time so held because of the senior officer's sickness or injury.

In computing the thirty (30) aggregate working days, only those days during which the acting employee actually works and performs the duties of the acting senior officer, shall be counted toward the thirty (30) aggregate working days. Such days including without limitation sick days, vacation days, and personal days, taken by the acting employee, shall not be counted toward the thirty (30) aggregate working days. Compensation appropriate to the office held by the senior officer shall commence on the thirty-first day.

B. SENIORITY

It is the purpose of this section to properly establish the chain of authority and responsibility throughout the police department concerning employees of equal rank.

1. If appointed on the same date their respective past seniority will determine their ranking. If their previous seniority is equal, seniority will be determined by their official standing in the overall ranking.
2. All employees below the rank of Sergeant will hold seniority and authority

according to their badge number. Officers with the lowest badge number will have the responsibility for making necessary decisions whenever a ranking officer is not present, or is unavailable to make decisions.

C. PROMOTIONS

1. Promotions to any higher rank in the police department shall be made pursuant to N.J.S.A. 40A:14-129 and in accordance with the policy of the City of Northfield pertaining to promotions within the police department. Promotional tests will be conducted on week days only between the hours of 8 a.m. and 3 p.m. at the Municipal building, or such other location as may be designated by the City.
2. A notice of the test must be posted on the police department bulletin board at least thirty (30) days prior to the date of the test.
3. Any employee who is eligible and wants to take the examination must give written notice to the Chief of Police not less than seven (7) days prior to the date of the examination. A copy of the list of all employees desiring to take the test must be given to the PBA steward two (2) days prior to the test.

ARTICLE XV
HOSPITALIZATION INSURANCE

A. HOSPITALIZATION, MEDICAL CARE, PRESCRIPTION DRUG BENEFITS

The City shall continue to provide a health benefit program including hospitalization, medical treatment, major medical coverage, surgical fees and all other benefits currently included in the New Jersey State Health Benefits Program (SHBP). The City shall provide a prescription plan as established under the SHBP. Employees will be subject to any co-payment established by the Prescription Drug Plan or under the medical coverage selected by the employee.

B. Eye and Dental Care

1. The City shall continue to provide an Optical Plan and Dental Program including all benefits and coverages which are currently in effect as of the date of this Agreement.

2. Co-Payment

All employees in the Optical Plan and Dental Program shall be subject to a maximum aggregate payment by the City of \$2,500.00 per person and \$4,500.00 per family for each calendar year. For any expenditures in excess of these dollar amount limitations, the City shall be responsible for only fifty (50%) percent of the co-payment. The first fifty (50%) percent of each dollar in excess of the aggregate limits shall become the responsibility of the employee.

C. Right to Change Insurance Carriers

The City, pursuant to the laws of the State of New Jersey, shall retain the right to select and change insurance carriers for the benefits set forth above, during the term of this Agreement provided reasonable and sufficient notice is given the PBA and so long as the benefits, coverages, and administration is substantially equivalent or better.

D. Retirement

1. Optical Plan and Dental Program

Employees hired prior to January 1, 1989, shall be given full credit toward time of service for the purpose of carrying on these benefits upon retirement. Employees hired on or after January 1, 1989, who have prior service with another Department in the New Jersey Police and Fireman's Retirement System (PFRS) shall be given a year of credit for every two (2) years served elsewhere. This is for the purpose of credit toward time of service for retirement benefit purposes. All employees hired after December 31, 1994, shall not be entitled to receive Dental, Optical and Prescription coverage upon retirement.

2. Medical Plan

- a. Employees hired before October 1, 2004, shall receive health benefits paid for by the City in compliance with *Resolution No. 122-78* and N.J.S.A. 40A:10-23 upon retirement twenty-five (25) years or more of service credit in the Police and Fireman's Retirement System (PFRS). The health benefits coverage shall be the same as then currently be provided to active employees.
- b. Employees hired after October 1, 2004, shall receive health benefits paid for by the City upon retirement after attaining the minimum age of fifty (50) twenty-five (25) years or more of service credit with the City of Northfield and in the Police and Fireman's Retirement System (PFRS). These health benefits shall be paid for by the City until the retired employee becomes eligible for Medicare. The health benefits coverage shall be the same as then currently be provided to active employees.

E. Disability Insurance

At the request of the employees covered by this Agreement, the City agrees to recognize one disability insurance provider or one agent to represent those employees who obtain

disability insurance at their own expense. All costs of insurance shall be born by the employee electing to participate in same. The City will not become a sponsor, a bargaining agent or a designated participant in any such group disability insurance program. The selection of the single program and participation thereof shall be solely at the election of the covered employees. However, the City does agree to permit each covered employee to request a payroll deduction for the payment of such insurance so long as payment shall be made not less frequently than monthly, and so long as the City accepts no liability or responsibility to the employee or to the insurance provider other than to deduct the payments and to submit a check to the provider on behalf of the covered employees.

It is understood and agreed that the City shall undertake this program for only one disability carrier, which carrier shall be selected by the majority of those covered employees electing to participate therein.

It is further agreed that disability insurance as described in this section is intended to refer to private disability coverage offered by individual carriers and does not pertain to any program of State disability insurance which is currently in effect.

ARTICLE XVI
CLOTHING ALLOWANCE

- A. Every employee, both uniformed and non-uniformed is responsible for cleaning, maintenance and purchase of his/her clothing and uniforms.
- B. It is agreed that the City shall replace uniforms or make the necessary modifications in the event of a change of uniform appearance at no cost to the employee.
- C. All clothing and uniforms, watches or eyeglasses damaged in the line of duty shall be replaced by the City at no cost to the employee only after inspection and certification by the Chief of Police, or his designee.
- D. The individual officer shall be dressed accordingly to department rules and regulations or may be subject to disciplinary actions.
- E. The City will provide the initial issue of all uniforms and equipment to new employees at no cost to the employee.

ARTICLE XVII

CONTINUATION OF BENEFITS NOT COVERED BY THIS AGREEMENT

All conditions not covered by this Agreement shall continue to be governed, controlled, and interpreted by reference to the City charter, ordinances, rules and regulations of the Police Department of the City and any present or past benefits which are enjoyed by the employee covered by this Agreement, that have not been addressed in this Agreement, shall be continued.

ARTICLE XVIII
NEGOTIATION OF SUCCESSOR AGREEMENT

- A. The City and the Association agree to enter into negotiations over a successor agreement in accordance with the rules and regulations of the Public Employment Relations Commission. At that time, the Association agrees to present to the City its proposals for modifications to be included in the successor agreement. Each party shall be free to propose and negotiate with regard to all appropriate subjects which it desires to place before the other for consideration. Any agreement so negotiated shall incorporate all rights and obligations assumed by each party and reflect the complete and final understanding on all bargainable issues which were, or could have been, brought to the bargaining table. Such agreement shall apply to all members of the negotiating unit, shall be reduced to writing, and after ratification by the City, signed by all parties.
- B. Neither party in any negotiations shall have control over the selection of the negotiation representative of the other. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals and make counter-proposals in the course of negotiations, consistent with their status as representatives of their principals.
- C. During its term, this Agreement shall not be modified in whole or in part by the parties, except by mutual agreement to reopen for negotiations, and by a written amendment duly executed by both parties.
- D. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge of contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

ARTICLE XIX
SEPARABILITY AND SAVINGS

- A. In the event that any provision of this Agreement shall be finally determined to be in violation of any applicable state or civil service (where applicable) law or regulation, such determination shall not impair the validity and enforceability of the remaining other provisions of this Agreement. In the event that a clause is declared to be illegal, invalid or null and void, then the parties shall meet immediately to attempt to negotiate a provision in its place. This re-opener shall not be subject to the interest arbitration law.

ARTICLE XX
PROBATIONARY EMPLOYEES AND ENLISTMENT AGREEMENT

- A. An employee will be considered probationary until he has completed one (1) year of service following his date of hire. During such period the employee may be terminated at the discretion of the City.
- B. The City will make every effort to place new appointees into police academy as soon as possible after their appointment.
- C. All employees hired on or after Jan. 1, 1989 who shall receive basic police training at City expense shall reimburse the City for the cost of such basic training and for such additional expenses incurred by the City in connection with said employment and training, provided such employee terminates his employment (whether voluntarily or involuntarily) with the City within three years from the date of entry into the police academy and becomes employed elsewhere in police or security related work within two years after termination of employment with the City. Reference herein to police or security related work is intended to be broadly construed in favor of the City.

The City and the union agree that in lieu of itemizing expenses, for the term of this Agreement, the reimbursement required of any terminated employee shall be seven thousand dollars (\$7,000). This reimbursement shall be pro-rated if the employee terminates prior to payment by the City of the cost of basic training. Thereafter, there shall be no abatement or probation.

It is further understood and agreed that reimbursement shall not be required of any employee who terminates as a result of binding orders to report for active military service.

ARTICLE XXI
TWELVE (12) HOUR WORK SHIFTS

A. Officers assigned to work twelve (12) hour shifts shall have the following terms and conditions of employment modified as stated in this Article:

1. Accumulated Days: (Article VIII, Paragraph I)

Employees working a rotating shift on a regular basis will be allowed eight (8) hours of compensatory time off each month. This will be done on a seniority basis on each shift. The compensatory day may be taken during any regular working day, after notifying the appropriate shift commander forty eight (48) hours in advance, in writing.

2. Personal Days: (Article IX)

Employees shall receive two (2) personal paid days off from work for the purpose of attending to personal business, which shall be converted to sixteen (16) hours off.

3. Vacations: (Article X, Paragraph A (1))

Each Vacation Day earned by an employee shall be converted to eight (8) hours earned.

NOTE: All accumulated, personal and vacation day requests for time off would be taken in one (1) full twelve (12) hour work day, unless approved by the shift commander.

4. Sick Leave: (Article XI, Paragraph A (2) ©)

All sick leave accrued by an employee shall be converted to eight (8) hours for each day earned. (Article XI, Paragraph A (8))

It is agreed that when an employee reports for work, and is forced because of illness to leave work after working at least (4) hours, the maximum deduction

from the employee's sick leave will be one-half (½) day or four (4) hours.

Employees that leave work after working a minimum of six (6) hours will not be charged with a day or hours of sick leave.

5. Overtime: (Article XII, Paragraph B (1))

Overtime shall consist of all hours worked in excess of the normal twelve hour (12) tour of duty per day, or forty (40) hours per week average.

6. Schools and Training

a. Mandatory In-Service Training:

Officers would be temporary assigned to the one (1) week training given by the Atlantic County Police Academy, Monday through Friday. In return the officer would receive twelve (12) hours of compensatory time off to be taken within the year.

B. Officer Requested Training:

Officers would be scheduled on work days or may be scheduled on off days without compensation, unless approved by the Chief of Police.

B. DEFINITIONS/REFERENCES

1. Accumulated Days:

12 Accumulated Days = 96 Compensatory Hours

2. Personal Days:

2 Personal Days = 16 Compensatory Hours

3. A.C.P.A. In-Service Training:

12 Compensatory Hours

4. Vacation Days:

Second through fifth year;

13 Vacation Days = 104 Vacation Hours

Sixth through tenth year;
16 Vacation Days = 128 Vacation Hours

Eleventh through fifteenth year;
19 Vacation Days = 152 Vacation Hours

Sixteenth through nineteenth year;
22 Vacation Days = 176 Vacation Hours

Twentieth year and each year after;
25 Vacation Days = 200 Vacation Hours

5. Sick Leave:

15 Sick Days = 120 Sick Hours

The City reserves the right to discontinue the 12-hour shift schedule and revert back to the 8-hour shift schedule.

ARTICLE XXII
MISCELLANEOUS

- A. This Agreement shall be governed and construed by the laws of the state of New Jersey.
- B. When used herein the singular shall be deemed to include the plural where interpretation warrants, and the masculine gender shall be deemed to include the feminine gender, and vice versa.
- C. This Agreement may be executed in one or more counterparts, each of which shall be deemed to be an original.
- D. Upon completion of twenty-five (25) years of pensionable service, a retiring officer's handgun may be purchased by the retiring officer at the fair market value of the weapon at the time of retirement.

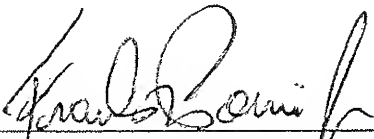
ARTICLE XXIII
COMMENCEMENT DATE AND DURATION OF AGREEMENT

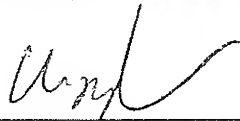
- A. This Agreement shall be effective as of January 1, 2004 and shall remain in full force and effect until December 31, 2007.
- B. The parties agree that negotiations for a successor agreement modifying, amending, or altering the terms and provisions of this Agreement shall commence no later than one hundred and twenty (120) days prior to the date on which this collective bargaining Agreement is to expire. At least three (3) negotiations sessions must take place before either party can file for Interest Arbitration with the Public Employment Relations Commission (PERC). The terms of this Agreement shall remain in full force and effect until such successor agreement is reached.

IN WITNESS WHEREOF, the parties hereto caused this Agreement to be signed by their respective officers, effective the date and year first above written.

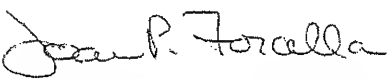
CITY OF NORTHFIELD

NEW JERSEY STATE POLICEMEN'S
BENEVOLENT ASSOCIATION, INC.
MAINLAND LOCAL NO. 77

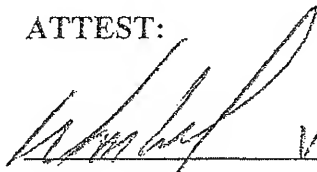

BY: Frank Perri, Jr., Mayor

 *President #77*
BY: Michael Bardello, President

ATTEST:


JOAN P. FORCELLA, DEPUTY
Carol A. Raph, City Clerk

ATTEST:

 *Vice President #77*
William Ward, Shop Steward

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